

**Table S1.** *Interview guide*

	Research questions	Topics	Questions
<p>The aim of this study is to describe motivating and demotivating factors influencing European General Practitioners to migrate to a new country, to stay after migration in the new country, and/or to return to the country of origin.</p>	<b>Icebreaker</b>	<b>Migration</b>	<ol style="list-style-type: none"> <li>1. <i>Short introduction of this study and this interview.</i></li> <li>2. <i>Please introduce yourself briefly (Name, place of work)</i></li> <li>3. How would you define migration? What is migration to You?/ How would you describe the situation with GP migration in Your country? How big of a problem is it?</li> </ol>
	<b>1. Which factors and how influence European General Practitioners to migrate to another country?</b>	<p><b>Push and pull factors influencing migration to another country</b></p> <ul style="list-style-type: none"> <li>- Financial factors</li> <li>- Professional factors</li> <li>- Sociopolitical factors</li> <li>- Personal factors</li> <li>-Facilitators and barriers of mobility</li> </ul>	<ol style="list-style-type: none"> <li>1. Why did You migrate to another country?</li> <li>2. Why did you migrate to that country in particular?</li> <li>3. Which factors influenced your choice to migrate (different themes)?</li> </ol>

	<b>2. What factors encourage General Practitioners to stay in a new country?</b>	<b>Factors that encourage staying in a new country</b> <ul style="list-style-type: none"> <li>- Financial factors</li> <li>- Professional factors</li> <li>- Sociopolitical factors</li> <li>- Personal factors</li> <li>-Facilitators and barriers of mobility</li> <li>- Plant factors</li> </ul>	<ol style="list-style-type: none"> <li>1. What factors are keeping you in the country instead of going back to Your country of origin?</li> <li>2. What factors are keeping you from going to another country?</li> </ol>
	<b>3. What would motivate or have motivated General Practitioners to go back to their home country?</b>	<b>The influence of postgraduate training on career intentions</b> <ul style="list-style-type: none"> <li>- Financial factors</li> <li>- Professional factors</li> <li>- Sociopolitical factors</li> <li>- Personal factors</li> <li>-Facilitators and barriers of mobility</li> </ul>	<ol style="list-style-type: none"> <li>1. What factors would motivate you to go back?</li> <li>2. In case you are planning to go back, which factors have motivated you?</li> <li>3. Is there anyone who wants to add something to the discussion?</li> </ol>

**Table S2.** *Characteristics of the participants*

<b>Gender</b>	Male	Female							
	10	5							
<b>Age</b>	28-34	35-45	46-58						
	5	7	3						
<b>Country of origin</b>	Croatia	Estonia	Greece	Malta	Poland	Romania	Russia	The Netherlands	
	1	5	1	1	4	1	1	1	
<b>Destination country</b>	Belgium	Estonia	Finland	France	Ireland	Norway	Sweden	Switzerland	The UK
	1	1	2	1	1	2	5	1	2
<b>Stay or leave?</b>	Stayed in destination country	Further migration	Migrated back						
	11	1	3						
<b>GP qualification</b>	GP trainee at the moment of interview	GP qualification before migration	GP qualification in destination country						
	2	8	5						

**Table S3.** Themes and subthemes of the reasons to migrate, to stay or leave

Theme/subtheme	Quotes
<b>THEME 1. REASONS TO MIGRATE</b>	
<b>Subtheme. Professional development</b>	
New experiences and challenges	<p><i>GP2: I think professional factors also; to develop my knowledge and to see different approaches to medical treatment. I'm very interested in the healthcare system and organization and management, and I saw different views of how to manage healthcare.</i></p> <p><i>GP4: Back when I was studying family medicine, Estonian family doctors got a little bit less to do, it was more hospital centralized medicine system and family doctors did less. And a lot of my colleagues went to Finland, because in Scandinavia, family doctors have more responsibility, more freedom in diagnostics and treating.</i></p>
Medical Education	<p><i>GP5: Most Polish citizens that study in Poland then very quickly leave, mainly because of the circumstances of the healthcare system. So they do their studies and, such as myself, one year of internship and when they see what's happening, that their chances for example of residency are low, or that there are problems with getting residency spots, pays are inadequate, work hours are bad, the conditions are not the greatest and then unfortunately a lot of them leave.</i></p>

Theme/subtheme	Quotes
<b>Subtheme. Personal reasons</b>	
Family	<i>GP3: It made things easier, because I knew that I would cope with the money, because at the time I was a single mom. So I couldn't just decide that I would go somewhere and do lots of work. I need to be sure that my child is well cared. That was one thing, it wasn't so much the money, it was the system, the school system, because my child was in the first grade. And when we came here, she went to second grade and she didn't know any language, she coped. But in Finland, there is a very good school system, so she managed very well.</i>
Financial reasons	<i>GP11: My main motivation was that I want to live in the countryside. There is not so much countryside in the Netherlands. That was the main motivation. But of course there is a countryside in the Netherlands as well, but then me and my husband would have to work full time and we didn't want to, to pay the house, and here in Sweden we can have a house in the countryside with my wage, so, so it was also motivation. And I don't work full-time, I work part-time. So that's really good.</i>
Experience life and work abroad	<i>GP12: Since I was a child I was traveling, going on holiday, my parents took me, we went to many-many countries in Europe and it was another, it was another chance to see how, how the people live and...My cousin was living in London before EU and they were all happy and say listen I'm nearly sure you enjoy, you see how it goes. So it wasn't the way that I didn't know what life looks like, but I just wanted to see.</i>

Theme/subtheme	Quotes
<b>Subtheme. Situation in home country</b>	
Political situation and living environment	<i>GP5: Better pay and the structure of the system. That corruption I think is the worst. And in order to achieve something you have to either know someone or get to know someone and become their friend to be able to work and to be able to have a decent income.</i>
Organization of healthcare system	<i>GP6: When I decided to become a GP, I was one of the visionaries. But then just were looking at time passing without big steps, but there was still hope until we got that economic crisis. It was clear that the healthcare system is going to collapse and the educational system is going to collapse. We migrated in order to find better work conditions and better scientific conditions. I wanted somehow to have the opportunity to use my competence and everything I have learned as a GP. That's why it became my focus to migrate to a country with a well-organized primary healthcare system.</i>
<b>THEME 2. TO STAY OR TO LEAVE</b>	
<b>Subtheme. Professional development</b>	
New experiences and challenges	<i>GP8: I still feel that the work in Sweden is more stimulating. And I still feel that I have things to learn.</i> <i>GP7: My parents are doctors and they have a private clinic. And I ended up working there and developing my own clinics.</i>

Theme/subtheme	Quotes
<b>Subtheme. Personal reasons</b>	
Family	<p><i>GP1: So their life has been built in Sweden and this is what they consider now as home. I don't want to go back anymore. I found professionally what I wanted and I needed and of course the rest of the family also likes it here.</i></p> <p><i>GP8: We were planning to move back to Estonia when our eldest son starts school, which is in 2025. That will be the main reason to move back. For him to be Estonian, he has to have Estonian friends or contact with relatives as well.</i></p> <p><i>GP8: In Sweden, I think it's more compatible with the family situation when you have small children. So it's the money but as well as the possibilities to work part time.</i></p>
Living environment	<p><i>GP11: We as a family are very happy that we can live here. It's too big a step to move again and to adapt again. Children, they are in school and they have their friends. I wouldn't think of moving to another country.</i></p>
Financial reasons	<p><i>GP4: But generally, life and work here enables me to buy a new car every other year. We are building a house. And now we can travel every year or every other year to far distant countries for vacation without thinking about money or anything.</i></p> <p><i>GP4: The bank loan that the bank in my home country would have considered us was considerably smaller and we could have afforded just an apartment. And here the bank said that "we can see a very big potential in the future and it wouldn't be any problem to take out a loan for a house". So we decided to migrate.</i></p>
Experience life and work in a new country	<p><i>GP15: I would stay here, but I just want to get more experience, I'm not sure maybe in the medical field or not in the medical field. I want to travel more, maybe to stay somewhere for a longer time.</i></p>

Theme/subtheme	Quotes
<b>Subtheme. Organization of healthcare system</b>	
Satisfaction with the organization of healthcare	<p><i>GP10: So I think the stability of the system is probably the most important factor, that it is predictable, I know it's going to stay the same.</i></p> <p><i>GP12: There is professionally no reason to go back. The situation for my colleagues even worsened with pandemic and everything, running out of the money and less is pumped into the primary healthcare, and they just get more and more things to do and be responsible for.</i></p>
The way GPs work	<p><i>GP6: But there are things that make me a bit wary of working in current country. I hear what my colleagues are dealing with. And it makes me a little bit scared of what things would be like in a few years' time. When would it reach a point of being unsustainable?</i></p>
Improvement of healthcare system in home country	<p><i>GP9: I think the idea that you can come back and improve and help improving something, I think that's also a motivation.</i></p>
Recertification	<p><i>GP11: In my home country you have to re-register every 5th year to be a GP, even when you live abroad. But I didn't do that. So now if I were to move back, I would have to register. So it's also a threshold to move back.</i></p>



**Table S4.** *Reasons to migrate versus push and pull factors.*

	Push factors	Pull factors
Professional development	<ul style="list-style-type: none"> <li>● Bad medical education</li> <li>● Lack of professional possibilities</li> <li>● Poor career progression</li> </ul>	<ul style="list-style-type: none"> <li>● Better medical education</li> <li>● Gaining experience and new challenges</li> </ul>
Personal reasons	<ul style="list-style-type: none"> <li>● Financial reasons (not enough salary)</li> </ul>	<ul style="list-style-type: none"> <li>● Financial reasons (better salary)</li> <li>● Experience life abroad</li> <li>● Working abroad</li> <li>● Better education for children</li> </ul>
Situation in home country	<ul style="list-style-type: none"> <li>● Political situation</li> <li>● Dissatisfaction with the organization of healthcare system</li> <li>● Dissatisfaction with living environment</li> </ul>	<ul style="list-style-type: none"> <li>● Wanting to experience a better healthcare system</li> <li>● Better living conditions</li> </ul>

**Table S5.** *Reasons to stay or to leave versus push, pull and plant factors.*

	Push factors	Pull factors	Plant factors
Professional reasons		<ul style="list-style-type: none"> <li>• New possibilities in home country</li> <li>• Career progression in home country</li> <li>• Professional stability in home country</li> </ul>	<ul style="list-style-type: none"> <li>• New possibilities in new country</li> <li>• Career progression in new country</li> <li>• Professional stability in new country</li> </ul>
Personal reasons	<ul style="list-style-type: none"> <li>• Dissatisfaction with living environment in new country</li> <li>• Family not fitting in in new country</li> </ul>	<ul style="list-style-type: none"> <li>• Education of children in home country</li> <li>• Missing family in home country</li> <li>• Better financial possibilities (buying house)</li> </ul>	<ul style="list-style-type: none"> <li>• Satisfaction with the living environment</li> <li>• Family fitting in and settled in new country</li> <li>• Better education in new country</li> <li>• Better system (social security, taxes, etc)</li> </ul>

			<ul style="list-style-type: none"> <li>• Financial stability</li> <li>• Barriers for going back (paperwork, hassle of migration)</li> </ul>
Organization of the healthcare	<ul style="list-style-type: none"> <li>• Dissatisfaction of the healthcare system in new country</li> </ul>	<ul style="list-style-type: none"> <li>• Improvement of healthcare in home country</li> </ul>	<ul style="list-style-type: none"> <li>• Satisfaction of the healthcare system in new country</li> <li>• Satisfaction with the way GPs work in new country</li> </ul>